

CHAPTER 3

PROFESSIONAL DEVELOPMENT EDUCATION PROGRAMS

Well-educated, career-minded people are in great demand in today's rapidly expanding and technologically advanced Navy. The complex weapons systems in the Navy's ships, aircraft, and submarines are marvels of high-tech engineering. They need specially trained and educated people to operate them.

The Navy has a variety of professional development programs available to qualified officer and enlisted personnel. The programs are designed to help Navy people further their education and professional competence. The Navy E-Learning program is an education program designed for both officer and enlisted.

Other opportunities discussed in this chapter include Enlisted to Officer commissioning programs:

- United States Naval Academy.
- Naval Reserve Officers Training Corps (NROTC) Scholarship Program.
- Broadened Opportunity for Officer Selection and Training (BOOST).
- Seaman to Admiral Program (STA).
- Officer Candidate School (OCS) Program.
- Enlisted Commissioning Program (ECP).
- Medical Enlisted Commissioning Program (MECP).
- Medical Service Corps In-Service Procurement Program (MSC IPP).
- Limited Duty Officer (LDO) and Chief Warrant Officer (CWO) Programs.

And continuing education programs for officers:

- Graduate Education Voucher Program.
- Officer Law Education Program.
- White House Fellows Program.
- Scholarship Program.
- Naval Postgraduate School, Monterey.

- Defense Language Program.
- Junior and Senior Service Colleges.

NAVY ON-LINE EDUCATIONAL PROGRAM

Learning Objectives: *Identify the on-line Navy learning programs available to enlisted and officer personnel to further their education and increase their potential for advancement and promotion.*

NAVY E-LEARNING

The Navy E-Learning web site was being brought on-line as this course was being released. It replaces the Navy Learning Network and the NETg web sites. The Navy E-Learning web site was designed to contain military courses developed to run via the web, the entire information technology library from NETg (over 800 courses), and the entire Skillsoft business and professional development library (over 350 courses). It offers increased portal functionality, user tools, customized reporting, personalized transcripts, course completion certificates, and numerous references and links. It will continue to grow with new features such as, streaming video, virtual classrooms and more in the near future. All courses are tuition-free to DoN personnel. Courses are pre-paid or funded separately by the Navy. None of the courses require additional materials or textbooks. The Navy E-Learning Internet address is www.navylearning.navy.mil for use from .mil computers or www.navylearning.com to use from home computers.

Some of the reasons people like online training are:

- Timeliness — Online training is available 24 hours a day, 365 days a year so the student can access lessons and information when needed.
- Accessibility — Online training is accessible from anywhere in the world with Internet access. NETg and SkillSoft courses are playable on most computer systems (be sure to check system

requirements before registering). Courses may be taken on more than one computer, such as a computer at the office and one at home.

- Flexibility —Online training allows students to set their own paces, “test out” of portions of courses where they already have knowledge, or only access the portions of a course of immediate interest. Online training may also be used to reinforce classroom or on-the-job training. Courses may be stopped and resumed as many times as desired. Courses may even be repeated or accessed many times as a learning aid.

Q1. An individual signing up for Navy E-Learning will have to pay how much per course?

ENLISTED TO OFFICER COMMISSIONING PROGRAMS

There are many enlisted Sailors with the potential and leadership ability to become Naval officers. The Navy, realizing this pool of talent, has several different types of commissioning programs available to enlisted personnel. As the ESO it is your responsibility to help match the candidate with the most appropriate commissioning program. These programs are briefly discussed here, for in-depth application procedures and forms, see OPNAVINST 1420.1, *Enlisted to Officer Commissioning Programs Application Administrative Manual*.

THE U.S. NAVAL ACADEMY (USNA) AND NAVAL ACADEMY PREPARATORY SCHOOL (NAPS)

The U.S. Naval Academy (USNA), located in Annapolis, Maryland, offers an outstanding opportunity for qualified young men and women to embark on careers as officers in the Navy or Marine Corps. Students at the Naval Academy are Midshipmen, U.S. Navy, receiving pay of a midshipmen plus tuition, room, and board. Candidates report to the Naval Academy in July for Plebe Summer. The academic curriculum focuses primarily on technical fields of study such as engineering, math, and physics, which lead to appointments in the Unrestricted Line communities of the Navy including Surface Warfare, Submarines, Aviation, Special Warfare and Special Operations. A small percentage of appointments in the U.S. Marine Corps are also offered to those qualified. A Bachelor of Science degree is awarded upon graduation. Graduates are commissioned as Ensigns, U.S. Naval Reserve, or as

Second Lieutenants, U.S. Marine Corps Reserve. The minimum service obligation is 5 years active duty and 3 years Reserve upon initial appointment as an officer.

The Naval Academy Preparatory School (NAPS) provides intensive instruction and preparation for the academic, military and physical training curricula at the U.S. Naval Academy. NAPS students are in an active duty enlisted status. The school convenes in July of each year and runs through May of the following year. NAPS is located on board the Naval Education and Training Center, Newport, Rhode Island. Upon successful completion of NAPS, appointments to the Naval Academy are offered and those who accept the appointment report in July.

Applicants are strongly encouraged to apply to all categories of nominations for which they qualify. All categories of nomination are listed in Appendix A of OPNAVINST 1420.1, or in the Admissions Chapter of the Naval Academy Catalog. Catalogs can be obtained by calling (410) 293-4361 or DSN 281-4361 or by writing to USNA Admissions Office, 117 Decatur Road, Annapolis, MD 21402.

Basic Eligibility Requirements. Applicants must be:

- Citizens of the United States and cannot be waived.
- Of good moral character and have no record of disciplinary action within 3 years before application.
- At least 17 years of age and must not have passed their 23rd birthday on 1 July of the year entering the Naval Academy. Age restrictions cannot be waived.
- Unmarried, not pregnant, and have no legal responsibility to support children or other individuals.
- Physically qualified.
- High school graduates or holds a GED and is scholastically qualified by USNA’s admissions board.
- Officially nominated from one of the many nomination sources available. Appendix A of OPNAVINST 1420.1 lists these sources.
- Recommended by their commanding officer.

Additional academic and program eligibility requirements are specified in greater detail in OPNAVINST 1420.1, chapter 3.

Q2. Where is the United States Naval Academy (USNA) located?

NAVAL RESERVE OFFICERS TRAINING CORPS (NROTC) SCHOLARSHIP PROGRAM

The purpose of the NROTC Scholarship program is to educate and train well-qualified young men and women for careers as commissioned officers of the Navy's Unrestricted Line and Nurse Corps. The NROTC Scholarship Program primarily focuses on technical fields of study such as engineering, math, and physics, which lead to appointments in the Unrestricted Line communities. Some scholarships for non-technical degrees are offered as well, but greater emphasis is given to technical majors to meet the increasing demand for technical training in the Fleet. The Unrestricted Line offers opportunities in Surface Warfare, Submarines, Aviation, Special Warfare, and Special Operations. Nurse Corps option graduates receive commissions in the Nurse Corps. Initial appointments are in the grade of Ensign, United States Naval Reserve with a minimum service obligation of 4 years.

The four-year and two-year NROTC Scholarship programs provide qualified students with tuition, books, instructional fees, uniforms, and a subsistence allowance of \$200 per month. Room and board expenses are not provided. Enlisted personnel selected for and enrolled in NROTC Scholarship programs are released from active duty and are not eligible for active duty pay and allowances, medical benefits, or other active duty entitlements while in these programs.

Scholarship students must successfully complete naval science courses, drills, and summer training before graduation from college. Selectees must attend classes full-time during the academic year.

Basic Eligibility Requirements. Applicants must be:

- Citizens of the United States and cannot be waived.
- Of good moral character and have no record of disciplinary action within 3 years before application.
- Under 27 years of age on 30 June of the year in which eligible for commissioned status. Age waivers may be granted for prior active military service, on a month-for-month basis, computed as of 1 September of the year of enrollment in

NROTC, provided the applicant will not reach his/her 30th birthday by 30 June of the year in which graduation and commissioning are anticipated.

- High school graduates or hold a GED and are scholastically qualified.
- Physically qualified for NROTC program as determined by the Physical Medical Review Board.
- Recommended by their commanding officer.
- Four-year applicants must have less than 30 semester hours or 45 quarter hours of college work completed by the fall of the year in which they will attend college.

Applications must be received by 15 March for two-year applicants and 31 January for four-year applicants before the year in which the applicant desires admission. Additional academic and program eligibility requirements are specified in greater detail in OPNAVINST 1420.1, chapter 4.

Q3. To be eligible for the NROTC Scholarship Program, applicants must be under what age?

Q4. How much subsistence allowance does an NROTC student receive each month?

THE BROADENED OPPORTUNITY FOR OFFICER SELECTION AND TRAINING (BOOST) PROGRAM

The Broadened Opportunity for Officer Selection and Training (BOOST) program is a college preparatory program, which prepares applicants for entry into the NROTC Scholarship program or the U.S. Naval Academy. BOOST provides a commissioning opportunity to Fleet Sailors who have demonstrated the qualities necessary for careers as Navy Unrestricted Line officers or as Nurse Corps officers, but whose past academic performance does not qualify them for immediate selection into an officer accession program. The BOOST program is a significant contributor to minority NROTC accessions, and therefore minority personnel are strongly encouraged to apply.

BOOST is located at the Naval Education and Training Center, Newport, Rhode Island. It provides a rigorous 10-month college preparatory curriculum consisting of mathematics, English, science, computer science, and military training.

Basic Eligibility Requirements. Applicants must be:

- Citizens of the United States and cannot be waived.
- Of good moral character and have no record of disciplinary action 3 years before application.
- Under 22 years of age on 30 June of the year they will begin BOOST. Age waivers of one month for each month of active duty up to 36 months can be granted.
- High school graduates or hold a GED and are scholastically qualified.
- Physically qualified.
- Recommended by their commanding officer.

Applications must be received not later than 1 October of the year in which the applicant desires acceptance into the program. Additional academic and program eligibility requirements are specified in greater detail in OPNAVINST 1420.1, chapter 5.

Q5. Prospective NROTC Scholarship Program applicants must be under what age on 30 June of the year they plan to enter the BOOST program?

Q6. At what location is BOOST training conducted?

SEAMAN TO ADMIRAL (STA) PROGRAM

The Seaman to Admiral (STA) Program is a full-time undergraduate education and follow-on commissioning program applicable to enlisted personnel of the Regular Navy and the Naval Reserve including Training and Administration of the Reserve (TAR) personnel and Selected Reserve (SELRES) personnel.

Personnel selected for the Seaman to Admiral program are provided a maximum of 36 months to complete a baccalaureate degree with benefits that include tuition, mandatory fees, book allowance, and full Navy pay and benefits in current paygrade as well as opportunities to advance in enlisted rank while in school. Following degree completion, selectees will be transferred to Officer Candidate School (OCS) and upon successful completion of OCS, are commissioned as naval officers in the Unrestricted Line. Initial appointments are as Ensigns, U.S. Naval Reserve with a minimum service obligation consistent with assigned designator.

Basic Eligibility Requirements. Applicants must be:

- Citizens of the United States and cannot be waived.
- Of good moral character and have no record of disciplinary action within 3 years before application.
- At least 22 years of age, but not have reached their 27 birthday by September of the application year.
- Serving on active duty or TAR status in paygrade E-4 or above with at least four years of active duty as of 30 September in the year before applying for the program.
- High school graduates or hold a GED and are scholastically qualified.
- Physically qualified.
- Recommended by their commanding officer.

Applications must be received by 1 July of the year in which the applicant desires acceptance into the program. Additional academic and program eligibility requirements are specified in greater detail in OPNAVINST 1420.1, chapter 6.

Q7. What is the maximum age limit to apply for the Seaman to Admiral Program?

OFFICER CANDIDATE SCHOOL (OCS) PROGRAM

OCS is an initial commissioning program for individuals possessing at least a baccalaureate degree from an accredited institution. Selectees for OCS may choose, depending upon individual qualifications, designators within the Unrestricted Line, Restricted Line and certain Staff Corps designators. Appendix O of OPNAVINST 1420.1 provides a description of the designators open to qualified candidates. OCS is a 13-week program of concentrated officer training and indoctrination located at Naval Aviation Schools Command, Pensacola, Florida.

Enlisted applicants selected for the program who are in paygrade E-4 or below are designated officer candidates and advanced to paygrade E-5 upon reporting to OCS. Enlisted applicants in paygrade E-5 and above are designated officer candidates in their present paygrades. Graduates of OCS are appointed as Ensigns, U.S. Naval Reserve, and incur a minimum active duty obligation of 4 years. Certain designators

incur greater minimum active duty obligation because of follow-on training required for that designator.

Basic Eligibility Requirements. Applicants must be:

- Citizens of the United States and cannot be waived.
- Of good moral character and have no record of disciplinary action within 3 years of application.
- Possess a baccalaureate degree or advanced degree from an accredited institution.
- At least 19 years old and meet designator specific age limitations, which are outlined in NAVPERS 158391.
- Meet specific program qualifications and aptitude scores.
- Physically qualified.
- Recommended by their commanding officer.

Applications are accepted continuously throughout the year. Additional academic and program eligibility requirements are specified in greater detail in OPNAVINST 1420.1, chapter 7.

ENLISTED COMMISSIONING PROGRAM (ECP)

ECP provides a full-time opportunity to complete requirements for a baccalaureate degree and to earn a commission in the Unrestricted Line. ECP is open to eligible active duty Navy enlisted personnel who have earned previous college credit, but less than a baccalaureate degree. Prospective candidates must have 30 semester hours or 45 quarter hours of fully transferable college credit that can be applied to a selected major of study toward completion of a baccalaureate degree.

The ECP program offers several options for prospective candidates, which include Basic ECP, Aviation Option ECP (AECP), Nuclear Option (NECP), and Civil Engineer Corps Option ECP (ECP-CEC).

1. Basic ECP provides an opportunity to earn a commission in one of the Unrestricted Line communities.
2. AECP. While the basic ECP provides opportunity for pilot designation, as well as other Unrestricted Line designators, graduates

of AECP will be designated solely as Student Naval Aviators (Pilots).

3. NECP. There are two different commissioning options available to a NECP officer candidate. The majority of officer candidates will be commissioned through Officer Candidate School following receipt of their degrees. In addition, a candidate can be commissioned at the host NROTC unit after completion of the required Naval Science courses.
4. ECP-CEC. Applicants selected by the ECP-CEC board will be designated Civil Engineer Corps officers upon commission.

Selectees will be ordered to an NROTC host university. Basic ECP and AECP selectees attend the Naval Science Institute (NSI) at Newport, Rhode Island, enroute to their host university. The NSI program is an intensive 6 ½-week academic program, which fulfills the first 2 years of Naval Science instruction for commissioning through the NROTC unit.

ECP students receive full pay and allowances for their enlisted paygrades and are eligible for advancement while in college. The student pays tuition, fees, books, and other expenses incurred while participating in ECP. If eligible, students may use the Veterans Educational Assistance Program (VEAP) or Montgomery GI Bill (MGIB) educational benefits; however, students are not eligible for benefits under the Tuition Assistance program.

Selectees are required to complete degree requirements for non-technical degrees in not more than 30 calendar months, or technical degrees in not more than 36 calendar months and attend school on a full-time, year-round basis beginning in the fall of the year selected.

Graduates from Basic ECP and AECP are commissioned as Ensigns, United States Naval Reserve, and serve on active duty with a minimum service obligation of 4 years.

Basic Eligibility Requirements. Applicants must be:

- Citizens of the United States and cannot be waived.
- Of good moral character and have no record of disciplinary action within 3 years before application.

- At least 22 years of age by 1 November of the year in which applying for the program and be able to complete degree requirements and be commissioned before their 31st birthday.
- Have completed at least 4 years of active service in the Navy or Naval Reserve as of 1 September in the year the application is made.
- Have completed sufficient undergraduate course work no later than 4 December of the year in which they are applying for the program to complete requirements for a non-technical degree in 30 months or a technical degree in 36 months.
- Physically qualified.
- Recommended by their commanding officer.

Applications must be received before 1 November of the year in which applicants desire acceptance into the program. Additional academic and program eligibility requirements are specified in greater detail in OPNAVINST 1420.1, Basic ECP chapter 8; AECP Option chapter 9; NECP Option chapter 10; and ECP-CEC Option chapter 11.

Q8. To qualify for the Enlisted Commissioning Program, a person must be at least what age?

Q9. What Navy educational benefits can be used while enrolled in the Enlisted Commissioning Program?

MEDICAL ENLISTED COMMISSIONING PROGRAM (MECP)

MECP is a Nurse Corps commissioning opportunity. It provides a pathway for active duty enlisted personnel of all ratings, who possess some college credit, to obtain a baccalaureate degree in nursing and ultimately a commission in the Nurse Corps. This program is not intended to serve as a precursor to medical school, or for physical therapy, physician assistant, or other health care specialties.

Selectees for the program will participate in a nationally accredited academic program leading to a baccalaureate degree in nursing. MECP students receive full pay and allowances for their enlisted paygrades and are eligible for advancement while in college. The student pays tuition, fees, books and other expenses incurred while participating in MECP. If eligible, students may use the Veterans Educational Assistance Program (VEAP) or Montgomery GI Bill (MGIB) educational benefits; however, students are

not eligible for benefits under the Tuition Assistance program.

Selectees are required to complete degree requirements in not more than 36 consecutive calendar months and attend school on a full-time, year-round basis beginning in the fall of the year selected.

Graduates from MECP are commissioned as Ensigns, in the Nurse Corps, United States Naval Reserve, and incur an eight-year obligation of which a minimum of 4 years must be served on active duty.

Basic Eligibility Requirements. Applicants must be:

- Citizens of the United States and cannot be waived.
- Of good moral character and have no record of disciplinary action within the 3 years before application.
- Serving on active duty in the U.S. Navy, U.S. Marine Corps, or Naval Reserve. Reservists on Active Duty for Special Work (ADSW) or Canvasser Recruiters are not eligible for the program.
- Must have completed at least 3 years active service as of 1 October of the fiscal year in which the selection board is held.
- Must be able to complete the nursing degree requirements and be commissioned before their 35th birthday.
- High school graduates or hold a GED and are scholastically qualified.
- Able to complete the requirements for a baccalaureate degree in nursing within 36 consecutive months from the date of enrollment into the MECP.
- Physically qualified.
- Recommended by their commanding officer.

Applications must be received before 1 October of the year in which the applicant desires selection to the program. Additional academic and program eligibility requirements are specified in greater detail in OPNAVINST 1420.1, chapter 12.

Q10. A person completing the requirements of the Medical Enlisted Commissioning Program will receive what type of degree?

MEDICAL SERVICE CORPS IN-SERVICE PROCUREMENT PROGRAM (MSC IPP)

MSC IPP for Health Care Administration (HCA) and Physician Assistant (PA) provides a pathway to officer commissions for active duty enlisted personnel who meet eligibility criteria for Health Care Administration or Physician Assistant.

Candidates for this program may have a qualifying degree or may have some college credit applicable towards an advanced qualifying degree. Those with qualifying degrees will receive direct appointments to the Medical Service Corps, in a paygrade commensurate with education level.

Selectees who desire an advanced degree (graduate level) or possess transferable credits towards a graduate degree will be afforded the opportunity to obtain a graduate degree while maintaining their active duty pay and benefits. MSC IPP students receive full pay and allowances in their current enlisted paygrades and are eligible for advancement while in college. The student pays tuition, fees, books and other expenses incurred while participating in the program. If eligible, students may use the VEAP or MGIB educational benefits; however, students are not eligible for benefits under the Tuition Assistance program. Selectees are required to complete degree requirements in not more than 36 calendar months and attend school on a full-time, year-round basis beginning in the fall of the year selected. Once they complete their degrees they will be commissioned as Lieutenant (junior grade), Medical Service Corps.

Basic Eligibility Requirements. Applicants must be:

- Citizens of the United States and cannot be waived.
- Of good moral character and have no record of disciplinary action within the last 3 years before application.
- Serving on active duty in the U.S. Navy or Naval Reserve at time of application.
- Serving in paygrade E5 through E9.
- Not have reached their 35th birthday by time of initial appointment.
- Possess qualifying degree for Health Care Administration or Physician Assistant or possess the minimum amount of transferable college credit.

- Physically qualified.
- Recommended by their commanding officer.

For the active duty IPP, Chief of Naval Personnel (PERS-811) must receive applications not later than the date announced in the NAVADMIN for the year's board (normally on 1 November of the fiscal year in which the application is made). Additional academic and program eligibility requirements are specified in greater detail in OPNAVINST 1420.1, chapter 13.

Q11. The HealthCare Administration Section of the Medical Service Corps is available to which paygrades?

LIMITED DUTY OFFICER (LDO) AND CHIEF WARRANT OFFICER (CWO) PROGRAMS

The opportunity to receive a commission as an officer in the Navy has never been better than it is today. Two of the most popular programs leading to a commission are the Chief Warrant Officer (CWO) Program and the Limited Duty Officer (LDO) Program.

The Navy recognizes a need for CWOs to serve as officer technical specialists and LDOs to serve as officer technical managers. The LDO and CWO Programs are the primary enlisted-to-officer programs sponsored by the Navy that do not require a college education. Competition in both of these programs has been and will continue to be particularly keen. Interested persons should begin preparation early in their careers. Increased knowledge gained through occupational experience and specialized training through schools and NRTCs should be sought by all potential candidates to better prepare for officer status.

Limited Duty Officer Program

The Limited Duty Officer (LDO) Program provides a path of advancement for PO1 through SCPO and CWO. The program leads to a commission as a temporary ensign or lieutenant junior grade (as applicable) in the Regular Navy or Naval Reserve.

The applicant must meet the following eligibility requirements to apply for the LDO Program:

- Be a U.S. citizen.
- Be serving on active duty in the Regular Navy, Naval Reserve, or TAR Program at the time of application and, if selected, remain on active duty until the appointment is tendered.

- Be physically qualified for appointment to LDO per the physical standards outlined in the *Manual of the Medical Department*.
- Be a high school graduate or possess the service-accepted equivalent.
- Have no record of conviction by courts-martial, NJP, or conviction by a civil court for any offense other than minor traffic violations for 2 years as of 1 October of the year in which application is made. DUI violations will be considered major traffic violations, and are disqualifying if within the 2-year period specified above.
- Be of good moral character and of unquestioned loyalty to the United States as determined by interview and investigation.
- Be recommended by the commanding officer.
- Not exceed the HYT requirements.
- Be serving as a PO1, CPO, or SCPO on 1 October of the year in which application is made. If a PO1, must have served in that capacity for at least 1 year as of 1 October of the year in which application is made.
- Have completed at least 8 years, but not more than 16 years, of active naval service on 1 October of the year in which application is made.
- If a PO1, must have completed all requirements for advancement to CPO, with the exception of time in paygrade, and successfully competed in the annual Navywide advancement examination cycle administered in January of the year of application.

A candidate whose final multiple is equal to, or greater than, the minimum final multiple required for SELECTION BOARD ELIGIBLE will be designated LDO SELECTION BOARD ELIGIBLE. A PO1 who is presently authorized advancement to CPO is exempt from the CPO Navywide examination qualification.

CPOs and SCPOs with at least 12 years, but not more than 16 years, of naval service may apply for LDO and CWO in the same application year. However, they may only request one designator for each program.

Chief Warrant Officer Program

The Chief Warrant Officer (CWO) Program provides a direct path of advancement for outstanding enlisted personnel.

To be eligible for appointment, an applicant must meet the following requirements:

- Be a U.S. citizen.
- Be serving on active duty as a MCPO, SCPO, or a CPO (includes E-6 personnel selected for advancement to E-7), in the Regular Navy, Naval Reserve, or Training and Administration of Reserves (TAR) Program at the time of application and, if selected, remain on active duty until the appointment is tendered.
- Fleet Reserve personnel on active duty must request authority from PERS-82 for reenlistment in the Regular Navy and be reenlisted USN to be eligible to apply for the Active Duty CWO program.
- Be physically qualified for appointment as a CWO per the physical standards outlined in the *Manual of the Medical Department*.
- Be a high school graduate or possess the service-accepted equivalent.
- Have no record of conviction by courts-martial, non-judicial punishment (NJP), or conviction by a civil court for any offense other than minor traffic violations for 2 years as of 1 October of the year in which application is made. Driving under the influence (DUI) violations will be considered major traffic violations, and are disqualifying if within the 2-year period specified above.
- Be of good moral character and of unquestioned loyalty to the United States as determined by interview and investigation.
- Not exceed high-year tenure (HYT).
- Be recommended by the commanding officer for each designator requested.
- Have completed at least 12 years, but not more than 24 years, of active service on 1 October of the year application is made.

The following policies apply to the LDO and CWO Programs:

- No age stipulation is required for LDO/CWO candidates.
- The number of times an LDO/CWO candidate may apply from the same enlisted paygrade is unrestricted.

- E-6/7/8 candidates with 8 to 16 years of service are eligible for LDO Ensign (ENS).
- E-7/8 candidates with 12 to 24 years of service are eligible for CWO2.
- E-9 candidates with 2 years in grade and not more than 24 years of service are eligible for CWO3.
- The time-in-rate (TIR) date is used to compute minimum and maximum eligibility.
- Candidates for CWO2 and CWO3 compete on an equal basis.
- The terminal eligibility date is extended to 1 October of the year of application.
- After 1 year of service as a CWO, a person may compete for selection to LDO at paygrade O-2.
- Prior military service that parallels current service can be counted to meet minimum eligibility requirements.

Application deadlines

- Active duty applications for LDO and CWO must be forwarded to Navy Personnel Command (PERS-811D) and postmarked not later than 1 August of the year in which application is made. Addenda must be forwarded (via unit commanding officer) and be received not later than 1 January of the calendar year the selection board convenes.
- Inactive duty applications for LDO and CWO must be forwarded to Navy Personnel Command (PERS-92D) and postmarked not later than 1 December of the year in which application is made. Addenda must be forwarded (via unit commanding officer) and be received not later than 1 April of the calendar year the selection board convenes.

When candidates are selected for CWO or LDO, the ESO should provide them with a copy of *Useful Information for Newly Commissioned Officers*, NAVEDTRA 12967. The ESO should also provide them with the following information:

- Newly commissioned CWOs and LDOs attend officer indoctrination school at Naval Air Station Pensacola, Florida. The school consists of 5 weeks of instruction. Instruction emphasizes oral and written communication, administrative and legal procedures, Navy programs and topics, military duties and courtesies, sea power and

Leadership Training Course, specifically designed for their experience levels.

- CWO candidates receive CWO sea pay—a monthly amount plus \$100 for those persons with over 2 consecutive years of sea duty.
- LDO candidates receive LDO sea pay—a monthly amount plus \$100 for those persons with over 3 consecutive years of sea duty.
- A CWO with 3 years of commissioned service is eligible to retire as a CWO with 20 years of total service. (Because of a misunderstanding of the existing law, many people erroneously believe a CWO must have 10 years of commissioned service.)

Additional program eligibility requirements are specified in greater detail in OPNAVINST 1420.1, chapter 14.

Q12. What instruction covers the application procedures for the LDO/CWO programs?

OFFICER EDUCATION PROGRAMS

Learning Objectives: *Identify programs available to qualified officers to continue their education.*

There are several programs for continuing education available to officers. As the ESO it will be important for you to have a basic knowledge of these programs. The ESO will also be responsible for knowing where to obtain the procedures for applying for these programs.

GRADUATE EDUCATION VOUCHER PROGRAM

The Graduate Education Voucher (GEV) Program (formerly the Tuition Assurance-TASS Program) provides unrestricted line officers (URL) the opportunity to pursue a graduate degree. The GEV Program provides up to \$40,000 for two years of off-duty graduate education for O-3 active duty list URL officers from the 1110, 1120, 1130, 1140, and 13XX communities with demonstrated superior performance and upward career mobility. For more information on the GEV Program visit the **web site:** www.nps.navy.mil/code031a.

OFFICER LAW EDUCATION PROGRAM

The Officer Law Education Program allows selected naval officers to enter an American Bar

Association (ABA) accredited law school for up to 36 months. Selectees may enter the school to pursue a bachelor of laws or juris doctor degree, which may lead to service as a Judge Advocate General (JAG) Corps officer. Officers selected and ordered to law school will be entitled to a permanent change of station (PCS) move and military pay and allowances. The government will pay tuition and up to \$150.00 annually for fees and books. Selectees must make a service commitment of 2 years obligated service for each year, or part thereof, of legal training in addition to any other service obligation.

Selectees must meet the following basic eligibility requirements:

- Be a citizen of the United States
- Be on active duty in a commissioned officer status (O-3 or below)
- Have a baccalaureate degree from an accredited institution
- Have served on active duty for a period of not less than 2 years, or more than 6 years (in an officer or enlisted status), at the time the law education begins
- Be able to complete 20 years of active service as a commissioned officer before their 55 birthday

NOTE: These eligibility requirements are established by law and cannot be waived.

SECNAVINST 1520.7 contains eligibility requirements and application procedures.

Q13. For each year of legal training received, a selectee for the Officer Law Education Program must commit to at least how many years of obligated service?

WHITE HOUSE FELLOWS PROGRAM

The White House Fellows Program provides a highly selected group of gifted, motivated young Americans with experience in the process of governing our nation. Selectees serve in this program for a period of 1 year. They work with the White House staff, the Vice President, members of the Cabinet, or other top-level offices in the executive branch. Both officer and enlisted personnel may apply for the program. Active-duty selectees receive full pay and allowances and remain in an active-duty status. Military personnel who take part in this program must serve on active duty for a period of twice the duration of duty as a White

House fellow. They must serve this time in addition to any previously incurred service obligation.

The basic eligibility requirements for the program are as follows:

- Must be career motivated
- Must have demonstrated unusual ability, high moral character, outstanding motivation, and a broad capacity for leadership
- Must show exceptional promise of future development
- Must be dedicated to the institutions of the United States

NOTE: Although the general age guidelines for the program are not specified, those chosen should be firmly committed to a military career. Therefore, applications from military personnel below the age of 28 are discouraged.

In addition to the basic eligibility requirements, the candidates' maturity and experience level play a significant role in their selection. Another selection factor is the candidates' capability to contribute to the program. Selection also depends on the candidates' ability to use the program experience to benefit the Navy and their continuing Navy career.

An annual BUPERS Notice 1560 issues eligibility requirements and application procedures. For further information, write to The President's Commission on White House Fellowships, 712 Jackson Place NW, Washington, DC 20503.

Q14. How long do selectees for the White House Fellows Program serve?

SCHOLARSHIP PROGRAM

The Scholarship Program permits selected officers to accept scholarships, fellowships, and grants from eligible donors. Business groups operating for profit, foreign governments, and political organizations are not eligible donors. Eligible donors include the following:

- Tax-exempt corporations, foundations, funds, or educational institutions organized primarily for scientific, literary, or educational purposes
- Similar organizations that would qualify as tax exempt if they were not foreign

- Other organizations approved by the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics)

The selectees' field of study should correspond with their designator and prospective future assignments. Graduate study must lead to qualification in subspecialties required in the officers' designator.

Officers selected for this program serve on active duty following graduation. They serve for a period three times the length of the period in the program, in addition to any other prior service obligation. Obligated service is NOT incurred under the following conditions:

1. The scholarship award is made in recognition of outstanding performance and if its acceptance does not require relief from regular military duty for more than 26 weeks, or
2. The purpose of the scholarship is to permit the officer to work on a project of value to the United States rather than fulfill the requirements of an academic degree

The only eligibility requirement is that the applicant be an active-duty officer or midshipman first class. OPNAVINST 1520.24 contains more detailed instructions and application procedures.

Q15. Are business groups operating for profit, foreign governments, and political organizations eligible donors for the Scholarship Program?

NAVAL POSTGRADUATE SCHOOL, MONTEREY

Naval Postgraduate School Programs meet subspecialty billet requirements for officer education programs at the master's and doctoral levels. They also provide some postgraduate education for all qualified active-duty naval officers. The *Catalog of Naval Postgraduate School* contains detailed information on the postgraduate curriculum conducted at the Naval Postgraduate School, Monterey, and other participating civilian educational institutions. Other references include OPNAVINST 1520.23, the annual OPNAVNOTE 1520, and the *Naval Postgraduate School Catalog of Self-Study Courses*.

The eligibility criterion varies with the individual programs; therefore, you should refer to the references for determining eligibility and application procedures.

Q16. At what level do Naval Postgraduate School Programs meet subspecialty billet requirements for officer education programs?

DEFENSE LANGUAGE PROGRAMS

Designated billets require foreign language proficiency. Navy personnel selected for these billets attend the Defense Language Institute in Monterey, California, or the Foreign Service Institute in Washington, D.C. These schools offer instruction in approximately 41 different languages. Officers desiring an assignment that requires foreign language training should submit a letter to their detailer specifying the type of assignment desired. Applications from enlisted personnel, other than Cryptologic Technicians, are not desired. Officers selected for this program serve on active duty following graduation for a period of twice the length of the instruction received. OPNAVINST 1550.7 and CNETINST 1550.9 contain more detailed information:

Q17. Defense Language Programs offer instruction in approximately how many languages?

JUNIOR AND SENIOR SERVICE COLLEGES

The military services have institutions that offer advanced military courses in naval warfare and related subjects to junior and senior officers. The purpose of these courses is to improve the professional competence of officers to assume higher responsibility and higher command positions. These military institutions include, but are not limited to, the following schools:

- College of Naval Warfare, Newport, RI,
- College of Naval Command and Staff, Newport, RI,
- Naval Staff College, Newport, RI,
- Naval Command College, Newport, RI,
- Armed Forces Staff College, Norfolk, VA,
- Industrial College of the Armed Forces, Fort McNair, Washington, D.C.,
- National War College, Fort McNair, Washington, D.C.,
- Marine Corps Command and Staff College, Quantico, VA,

- Army War College, Carlisle Barracks, PA,
- Army Command and General Staff College, Fort Leavenworth, KS,
- Air War College, Maxwell AFB, AL, and
- Air Command and Staff College, Maxwell AFB, AL.

The eligibility requirements and selection criterion varies for the different colleges. Refer to the *Catalog of Navy Training Courses (CANTRAC)*, NAVEDTRA 10500, volume II; and other appropriate references for requirements and application procedures for a specific course.

Q18. What is the purpose of Junior and Senior Service Colleges courses?

SUMMARY

The Navy puts great emphasis on professional development. The competition for these professional development programs is keen. The ESO should help an applicant choose the program for which he or she is most qualified. Applicants who are not selected the first time should continue to apply for programs. The educational and advancement opportunities in the Navy are almost unlimited.

REFERENCES USED TO DEVELOP THIS CHAPTER

Enlisted to Officer Commissioning Programs Application Administrative Manual, OPNAVINST 1420.1, Office of the Chief of Naval Operations, Washington, D.C., 2000

Graduate Education, OPNAVINST 1520.23B, Office of the Chief of Naval Operations, Washington, D.C., 1991

Law Education Program, SECNAVINST 1520.7E, Office of the Secretary of the Navy, Washington, D.C., 1992.

Management of the Defense Foreign Language Program, OPNAVINST 1550.7B, Headquarters Departments of the Army, the Navy, and the Air Force, Washington, D.C., 1987.

Management of the Defense Language Program, CNETINST 1550.9C, Chief of Naval Education and Training, Pensacola, Fla., 1996.

Naval Military Personnel Manual (MILPERSMAN), NAVPERS 15560C, Naval Military Personnel Command, Washington, D.C., 1998.

Scholarship Program, OPNAVINST 1520.24B, Office of the Chief of Naval Operations, Washington, D.C., 1998

White House Fellows Program, BUPERSINST 1560.20E, Bureau of Naval Personnel Command, Washington, D.C., 1997.

ANSWERS TO EMBEDDED QUESTIONS

CHAPTER 3

A1. Courses are free for the individual.

A2. Annapolis, Maryland.

A3. 27.

A4. \$200.00.

A5. 22 years old.

A6. Naval Educational and Training Center, Newport, R.I.

A7. 27.

A8. 22 years of age.

A9. VEAP or MGIB educational benefits.

A10. Baccalaureates degree in nursing.

A11. E-5 through E-9.

A12. OPNAVINST 1420.1.

A13. 2 years.

A14. 1 year.

A15. No.

A16. At the master's and doctoral levels.

A17. 41.

A18. To improve the professional competence of officers to assume higher responsibility and higher command positions.